

# fortune 200 medical devices & equipment manufacturer case study

*A story of creating opportunity & a great partnership*

## at a glance

This medical device and equipment manufacturer implemented Populus Group as their payroll provider in 2013 for a population of 350 workers. Throughout our partnership, we were able to recognize and develop innovative solutions to many more of their contingent workforce needs.

## top metrics

By supporting this population, we have opened up access to internship talent while minimizing the impact that has on the bandwidth of the customer's internal teams.



**121**

student workers serviced in 2023



**7 DAYS**

average cycle time



Contingent Labor Experts



[www.populusgroup.com](http://www.populusgroup.com)



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## challenges



While supporting this client's intern population, running interns directly through their HR and Talent Acquisition teams, there was a need for a large ramp up of workers that all need to start at the same time. Taking bandwidth on their HR and TA teams away from sourcing for their full-time positions and bringing on those workers. Year over year the amount of interns increased, taking even more bandwidth away from their internal teams.

## solution



After working with our program sponsors and sharing some of our insights from our time in the program, we were able to get a better idea of what an ideal solution would look like for everyone. As the population continued to grow, they needed a solution for bringing on such a large population with even quicker turnaround, that could scale effectively with program shifts. The amount of time and resources required to bring on a worker relative to their short assignment lengths meant this was the perfect scenario to outsource the process to a trusted third-party that could effectively scale with the program and ease the burdens on their internal HR & TA teams.



burden lifted from internal HR & TA teams, saving both time and money



reduced risk by leveraging the expertise of contingent labor specialists to ensure compliance with regulations.



skilled partner capable of managing sizable populations with fast turnaround times.

## keys to success



**1**

### established relationship

Having been a partner in this program since 2013, we were deeply engrained in their processes and proven ourselves to be a trusted & valuable partner

**2**

### increased communication

Facilitating increased communication between the contingent workforce and HR/TA teams helped close the gap and alleviate these internal teams' problems

**3**

### transition team

Our transition team was brought in to support this population during high influx of onboards, taking on the burden of internal hire and onboarding for these sort periods and expanding our partnership to best support the client